



Fair, safe and productive workplaces

Labour Program

# Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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## Wage Settlements Covering 500 or More Employees

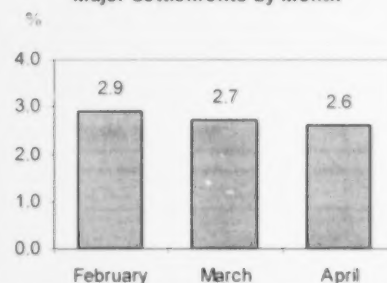
### April 2009

Major collective bargaining settlements reached in April 2009 provided base-rate wage adjustments averaging 2.6% annually over the contract term. The results are based on a review of 40 agreements and cover 88,850 employees.

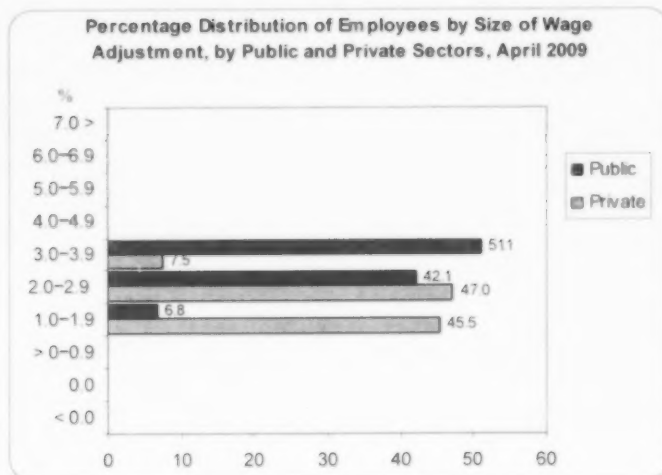
When the parties to these settlements previously negotiated, contract durations averaged 44.9 months and the wage adjustments, 2.9%, compared to 37.4 and 2.6% in their current round of settlements.

The April figure was largely influenced by 23 agreements (accounting for 57.5% of the total number of agreements) covering 64,980 employees (73.1% of the total number of employees) in the education, health, and social services sector. This sector recorded an average annual wage increase of 2.7%. The vast majority of the agreements were in the Ontario education sector (21 out of 23). The Health Employers Association of British Columbia provided 28,500 nurses with a wage adjustment averaging 3.0%.

Percentage of Wage Adjustments in  
Major Settlements by Month



Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, April 2009



The majority of agreements (77.5%) and employees (90.7%) in April 2009 were in the public sector where wage adjustments averaged 2.7%, a decrease from 2.8% in the previous month. The public-sector results are based on a review of 31 settlements and cover 80,560 employees. This includes the 23 agreements in the education, health, and social services sector mentioned above.

Private-sector wage adjustments averaged 2.0%, a decrease from the 2.5% figure recorded in the previous month. The private-sector results are based on a review of only 9 settlements and cover 8,290 employees. The current average wage adjustment was influenced (downward) in part by the Canadian Fishing Company agreement in

British Columbia providing 1,200 fish processing employees with a wage adjustment averaging 1.1%. Only one private-sector agreement recorded an increase above 3.0% (Masonry Contractors Association of Alberta at 3.7%).

On a jurisdictional basis, Alberta registered the largest average wage adjustment at 3.7% (1 agreement covering 620 employees). The smallest average wage adjustment was recorded in Quebec at 1.8% (2 agreements covering 1,480 employees). The largest concentration of agreements (72.5%) and employees (53.4%) was in Ontario where wage adjustments averaged 2.6%.

On an industry basis, average wage adjustments ranged from a low of 1.4% in the trade sector (1 agreement covering 500 employees), to a high of 3.7% in the construction sector (1 agreement covering 620 employees). The largest concentration of agreements and employees was in the education, health, and social services sector (57.5% of all agreements with 73.1% of all employees) where wage adjustments averaged 2.7%.

In April 2009, 10.4% of employees recorded average annual wage adjustments in the 1.0 to 1.9% range; 42.6% of employees received adjustments in the 2.0 to 2.9% range; 47.0% of employees received adjustments in the 3.0 to 3.9% range.

Wage adjustments for the year-to-date (January to April 2009) averaged 2.5%.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

## Average Annual Percentage Wage Adjustments by Month

|  | 2009     |       |       |
|--|----------|-------|-------|
|  | February | March | April |
| <b>Sectors</b>                         |          |       |       |
| Public Sector                          | 2.9      | 2.8   | 2.7   |
| Private Sector                         | 3.8      | 2.5   | 2.0   |
| <b>All Industries/Jurisdictions</b>    |          |       |       |
| Average Annual Adjustment              | 2.9      | 2.7   | 2.6   |
| Non-COLA                               | 2.9      | 2.7   | 2.6   |
| COLA                                   | -        | -     | 3.0   |
|  |          |       |       |
| First-Year Adjustment                  | 3.6      | 3.4   | 2.4   |
| Non-COLA                               | 3.6      | 3.4   | 2.4   |
| COLA                                   | -        | -     | 3.0   |
| <b>Industries</b>                      |          |       |       |
| Primary Industries                     | 2.5      | -     | -     |
| Utilities                              | 5.1      | 3.0   | 3.0   |
| Construction                           | -        | -     | 3.7   |
| Manufacturing                          | 2.8      | 3.0   | 1.6   |
| Wholesale and Retail Trade             | -        | 1.9   | 1.4   |
| Transportation                         | -        | 2.3   | 2.3   |
| Information and Culture                | 1.5      | 3.0   | 1.5   |
| Finance and Professional Services      | -        | 1.7   | 2.1   |
| Education, Health, and Social Services | 3.5      | 3.7   | 2.7   |
| Entertainment and Hospitality          | 2.3      | -     | 1.5   |
| Public Administration                  | 2.3      | 2.3   | 2.4   |
| <b>Jurisdictions</b>                   |          |       |       |
| Newfoundland and Labrador              | 5.0      | -     | -     |
| Prince Edward Island                   | 2.7      | 4.0   | -     |
| Nova Scotia                            | 2.9      | 5.1   | -     |

|                      | 2009     |       |       |
|----------------------|----------|-------|-------|
|                      | February | March | April |
| Quebec               | -        | 2.0   | 1.8   |
| Ontario              | 2.7      | 2.8   | 2.6   |
| Manitoba             | 2.9      | 2.4   | 3.5   |
| Alberta              | 5.1      | 4.2   | 3.7   |
| British Columbia     | -        | -     | 2.9   |
| Federal Jurisdiction | 1.7      | 2.0   | 1.9   |

## Average Annual Percentage Wage Adjustments by Quarter

|                                     | 2008            |                 |                 | 2009            |
|-------------------------------------|-----------------|-----------------|-----------------|-----------------|
|                                     | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> | 1 <sup>st</sup> |
| <b>Sectors</b>                      |                 |                 |                 |                 |
| Public Sector                       | 3.1             | 4.5             | 3.4             | 2.4             |
| Private Sector                      | 1.8             | 3.0             | 3.0             | 2.8             |
| <b>All Industries/Jurisdictions</b> |                 |                 |                 |                 |
| Average Annual Adjustment           | 2.4             | 4.1             | 3.3             | 2.4             |
| Non-COLA                            | 2.8             | 4.1             | 3.4             | 2.4             |
| COLA                                | 1.3             | 4.1             | 2.4             | 3.0             |
|                                     |                 |                 |                 |                 |
| First-Year Adjustment               | 2.3             | 5.6             | 3.5             | 3.1             |
| Non-COLA                            | 3.0             | 5.5             | 3.5             | 3.1             |
| COLA                                | 0.6             | 6.1             | 2.4             | 3.0             |
| <b>Industries</b>                   |                 |                 |                 |                 |
| Primary Industries                  | 3.4             | -               | 3.2             | 2.5             |
| Utilities                           | 2.1             | 3.5             | -               | 4.1             |
| Construction                        | -               | 4.7             | -               | -               |
| Manufacturing                       | 1.1             | 3.1             | 1.9             | 2.9             |
| Wholesale and Retail Trade          | 1.7             | 2.5             | 3.4             | 1.9             |
| Transportation                      | 2.9             | 3.2             | 2.9             | 1.8             |

|  | 2008            |                 |                 | 2009            |
|--|-----------------|-----------------|-----------------|-----------------|
|  | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> | 1 <sup>st</sup> |
| Information and Culture                | 2.1             | 1.6             | 2.0             | 1.9             |
| Finance and Professional Services      | 2.9             | -               | 2.9             | 1.7             |
| Education, Health, and Social Services | 3.9             | 4.7             | 3.4             | 3.5             |
| Entertainment and Hospitality          | 1.2             | 2.3             | 3.2             | 2.5             |
| Public Administration                  | 3.3             | 3.0             | 3.4             | 2.0             |
| <b>Jurisdictions</b>                   |                 |                 |                 |                 |
| Newfoundland and Labrador              | 5.0             | -               | 5.0             | 5.0             |
| Prince Edward Island                   | -               | 3.0             | -               | 3.6             |
| Nova Scotia                            | 2.9             | 4.7             | -               | 3.0             |
| New Brunswick                          | 3.0             | 3.7             | 3.7             | -               |
| Quebec                                 | 2.1             | 2.8             | 2.5             | 1.6             |
| Ontario                                | 1.9             | 2.9             | 3.0             | 2.5             |
| Manitoba                               | 3.5             | 3.4             | 1.8             | 2.8             |
| Saskatchewan                           | -               | 6.2             | 3.5             | -               |
| Alberta                                | 4.7             | 5.3             | 5.0             | 4.4             |
| British Columbia                       | 3.4             | 2.6             | 2.5             | -               |
| Territories                            | 4.4             | -               | -               | -               |
| Federal Jurisdiction                   | 2.6             | 3.3             | 2.7             | 1.8             |

### Average Annual Percentage Wage Adjustments by Year

|                                     | 2006 | 2007 | 2008 | 2009 |
|-------------------------------------|------|------|------|------|
| <b>Sectors</b>                      |      |      |      |      |
| Public Sector                       | 2.6  | 3.4  | 3.5  | 2.5  |
| Private Sector                      | 2.3  | 3.2  | 2.7  | 2.5  |
| <b>All Industries/Jurisdictions</b> |      |      |      |      |
| Average Annual Adjustment           | 2.5  | 3.3  | 3.3  | 2.5  |
| Non-COLA                            | 2.5  | 3.2  | 3.4  | 2.5  |
| COLA                                | 2.8  | 3.5  | 2.1  | 3.0  |

|  | 2006 | 2007 | 2008 | 2009 |
|--|------|------|------|------|
| First-Year Adjustment                  | 2.5  | 3.8  | 3.6  | 2.9  |
| Non-COLA                               | 2.4  | 3.9  | 3.8  | 2.9  |
| COLA                                   | 2.7  | 3.6  | 1.9  | 3.0  |
| <b>Industries</b>                      |      |      |      |      |
| Primary Industries                     | 2.8  | 4.7  | 4.3  | 2.5  |
| Utilities                              | 2.3  | 3.9  | 2.2  | 3.3  |
| Construction                           | 3.6  | 3.3  | 5.4  | 3.7  |
| Manufacturing                          | 2.4  | 2.6  | 1.6  | 2.3  |
| Wholesale and Retail Trade             | 1.2  | 2.4  | 2.8  | 1.8  |
| Transportation                         | 2.1  | 2.7  | 3.0  | 2.0  |
| Information and Culture                | 2.5  | 3.0  | 2.0  | 1.8  |
| Finance and Professional Services      | 2.9  | 3.5  | 2.9  | 1.9  |
| Education, Health, and Social Services | 2.6  | 3.5  | 3.8  | 3.2  |
| Entertainment and Hospitality          | 2.9  | 3.3  | 1.8  | 2.0  |
| Public Administration                  | 2.8  | 3.5  | 2.8  | 2.0  |
| <b>Jurisdictions</b>                   |      |      |      |      |
| Newfoundland and Labrador              | 1.7  | 1.6  | 5.0  | 5.0  |
| Prince Edward Island                   | 2.7  | 2.8  | 3.0  | 3.6  |
| Nova Scotia                            | 3.2  | 3.2  | 4.1  | 3.0  |
| New Brunswick                          | 3.0  | 2.5  | 3.7  | -    |
| Quebec                                 | 2.0  | 3.2  | 2.4  | 1.7  |
| Ontario                                | 2.5  | 3.0  | 2.7  | 2.5  |
| Manitoba                               | 2.6  | 3.0  | 3.4  | 2.8  |
| Saskatchewan                           | 2.1  | 4.1  | 5.1  | -    |



|                      | 2006 | 2007 | 2008 | 2009 |
|----------------------|------|------|------|------|
| Alberta              | 3.4  | 4.9  | 4.8  | 4.3  |
| British Columbia     | 2.5  | 3.0  | 2.7  | 2.9  |
| Territories          | 3.0  | 3.0  | 4.4  | -    |
| Multiprovince        | 3.8  | 4.0  | -    | -    |
| Federal Jurisdiction | 2.3  | 2.9  | 2.9  | 1.8  |

*Note: Data for 2009 cover the months of January through April.*

**Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1989**

| Year | Public | Private | Both Sectors |
|------|--------|---------|--------------|
| 1989 | 5.2    | 5.2     | 5.2          |
| 1990 | 5.6    | 5.7     | 5.6          |
| 1991 | 3.4    | 4.4     | 3.6          |
| 1992 | 2.0    | 2.6     | 2.1          |
| 1993 | 0.6    | 0.8     | 0.7          |
| 1994 | -0.0   | 1.2     | 0.3          |
| 1995 | 0.6    | 1.4     | 0.9          |
| 1996 | 0.5    | 1.7     | 0.9          |
| 1997 | 1.1    | 1.8     | 1.4          |
| 1998 | 1.6    | 1.8     | 1.7          |
| 1999 | 1.9    | 2.7     | 2.2          |
| 2000 | 2.5    | 2.4     | 2.5          |
| 2001 | 3.4    | 3.0     | 3.3          |
| 2002 | 2.9    | 2.6     | 2.8          |
| 2003 | 2.9    | 1.2     | 2.5          |
| 2004 | 1.4    | 2.3     | 1.8          |
| 2005 | 2.3    | 2.5     | 2.3          |
| 2006 | 2.6    | 2.3     | 2.5          |

| Year | Public | Private | Both Sectors |
|------|--------|---------|--------------|
| 2007 | 3.4    | 3.2     | 3.3          |
| 2008 | 3.5    | 2.7     | 3.3          |
| 2009 | 2.5    | 2.5     | 2.5          |

*Note: Data for 2009 cover the months of January through April.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the [Technical Notes](#) (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

#### OTHER DETAILED TABLES

Other detailed tables (PDF format, 325kb) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

#### Major Settlements Reached in April 2009

| Industry, Employer, Location<br>Union, Occupation  | No. of<br>Empls. | Avg.<br>Ann.%<br>Adj.<br>*COLA | Duration<br>(months) | Expiry Date  |
|--|------------------|--------------------------------|----------------------|--------------|
| <b>Utilities</b>   |                  |                                |                      |              |
| Ontario Power Generation Inc.<br>province-wide, Ontario<br>Canadian Union of Public Employees (CLC)<br>office employees; general tradesmen | 5,310            | 3.0*                           | 36.0                 | Mar 31, 2012 |
| Ontario Power Generation Inc.<br>province-wide, Ontario<br>Canadian Union of Public Employees (CLC)<br>office employees; general tradesmen | 2,400            | 3.0*                           | 36.0                 | Mar 31, 2012 |
| <b>2 agreements</b>  | <b>7,710</b>     | <b>3.0</b>                     | <b>36.0</b>          |              |



| Industry, Employer, Location<br>Union, Occupation  | No. of<br>Empls. | Avg.<br>Ann. %<br>Adj.<br>*COLA | Duration<br>(months) | Expiry Date  |
|--|------------------|---------------------------------|----------------------|--------------|
| <b>Construction</b>  |                  |                                 |                      |              |
| Masonry Contractors Association of Alberta<br>province-wide, Alberta<br>International Union of Bricklayers and Allied<br>Craftworkers (AFL-CIO/CLC)<br>bricklayers                                       | 620              | 3.7                             | 24.0                 | Apr 30, 2011 |
| <b>1 agreement</b>   | <b>620</b>       | <b>3.7</b>                      | <b>24.0</b>          |              |
| <b>Manufacturing</b>   |                  |                                 |                      |              |
| Canadian Fishing Company<br>Coastal Region, British Columbia<br>National Automobile, Aerospace, Transportation and<br>General Workers Union of Canada<br>(CAW Canada) (CLC)<br>fish processing employees | 1,200            | 1.1                             | 48.0                 | Apr 15, 2013 |
| IPL Inc.<br>Saint-Damien-de-Buckland, Quebec<br>Service Employees International Union (CtW/CLC)<br>production employees  | 500              | 1.4                             | 60.0                 | Dec 31, 2013 |
| Kraft Canada Inc.<br>Toronto, Ontario<br>Bakery, Confectionery, Tobacco Workers and Grain<br>Millers International Union (AFL-CIO/CLC)<br>production employees   | 700              | 2.3                             | 48.0                 | Apr 30, 2013 |
| Maple Leaf Poultry - Member of Maple Leaf Foods Inc.<br>Toronto, Ontario<br>United Food and Commercial Workers Canada<br>(CtW/CLC)<br>production employees   | 650              | 1.8                             | 48.0                 | Sep 23, 2012 |
| <b>4 agreements</b>  | <b>3,050</b>     | <b>1.6</b>                      | <b>50.0</b>          |              |

| Industry, Employer, Location<br>Union, Occupation  | No. of<br>Empls. | Avg.<br>Ann.%<br>Adj.<br>*COLA | Duration<br>(months) | Expiry Date  |
|--|------------------|--------------------------------|----------------------|--------------|
| <b>Wholesale and Retail Trade</b>  |                  |                                |                      |              |
| Atlas Logistics Ajax Inc.<br>Ajax, Ontario<br>National Automobile, Aerospace, Transportation and<br>General Workers Union of Canada<br>(CAW Canada) (CLC)<br>grocery distribution centre employees                       | 500              | 1.4                            | 45.5                 | Jan 14, 2013 |
| <b>1 agreement</b>   | <b>500</b>       | <b>1.4</b>                     | <b>45.5</b>          |              |
| <b>Transportation</b>  |                  |                                |                      |              |
| DHL Express Canada Ltd.<br>province-wide, Ontario<br>National Automobile, Aerospace, Transportation and<br>General Workers Union of Canada<br>(CAW Canada) (CLC)<br>couriers; owner operators; office employees          | 1,100            | 2.3                            | 53.0                 | Mar 31, 2013 |
| NAV CANADA<br>Canada-wide, Multiprovince<br>National Automobile, Aerospace, Transportation and<br>General Workers Union of Canada<br>(CAW Canada) (CLC)<br>air traffic controllers                                       | 2,100            | 2.3                            | 24.0                 | Mar 31, 2011 |
| <b>2 agreements</b>  | <b>3,200</b>     | <b>2.3</b>                     | <b>34.0</b>          |              |
| <b>Information and Culture</b>   |                  |                                |                      |              |
| CBC/Radio-Canada<br>province-wide, Quebec; and Moncton, New Brunswick<br>Syndicat des technicien(ne)s et artisan(e)s du réseau<br>français de Radio-Canada (Independent-natl.)<br>technical employees; general tradesmen | 1,440            | 1.5                            | 36.0                 | Mar 31, 2012 |
| <b>1 agreement</b>   | <b>1,440</b>     | <b>1.5</b>                     | <b>36.0</b>          |              |

| Industry, Employer, Location<br>Union, Occupation   | No. of<br>Empls. | Avg.<br>Ann.%<br>Adj.<br>*COLA | Duration<br>(months) | Expiry Date  |
|---|------------------|--------------------------------|----------------------|--------------|
| <b>Finance and Professional Services</b>  |                  |                                |                      |              |
| National Research Council Canada<br>Canada-wide, Multiprovince<br>Research Council Employees' Association<br>(Independent-natl.)<br>technical employees | 1,110            | 1.7                            | 48.0                 | Mar 31, 2011 |
| Toronto Community Housing Corporation<br>Toronto, Ontario<br>Canadian Union of Public Employees (CLC)<br>service and maintenance employees              | 500              | 3.0                            | 36.0                 | Dec 31, 2011 |
| <b>2 agreements</b>   | <b>1,610</b>     | <b>2.1</b>                     | <b>44.3</b>          |              |
| <b>Education, Health, and Social Services</b>   |                  |                                |                      |              |
| Bluewater District School Board<br>Chesley, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>occasional teachers                          | 590              | 2.5                            | 48.0                 | Aug 31, 2012 |
| Carleton University<br>Ottawa, Ontario<br>Carleton University Academic Staff Association (CLC)<br>professors; lecturers; librarians                     | 810              | 2.3                            | 12.0                 | Apr 30, 2010 |
| Durham District School Board<br>Whitby, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>elementary teachers                              | 2,800            | 2.5                            | 48.0                 | Aug 31, 2012 |
| Durham District School Board<br>Whitby, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>occasional teachers                              | 1,000            | 2.5                            | 48.0                 | Aug 31, 2012 |
| Halton District School Board<br>Burlington, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>elementary teachers                          | 2,000            | 2.5                            | 48.0                 | Aug 31, 2012 |

| <b>Industry, Employer, Location<br/>Union, Occupation</b>   | <b>No. of<br/>Empls.</b> | <b>Avg.<br/>Ann.%<br/>Adj.<br/>*COLA</b> | <b>Duration<br/>(months)</b> | <b>Expiry Date</b> |
|---|--------------------------|--|------------------------------|--------------------|
| Halton District School Board<br>Burlington, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>occasional teachers  | 1,100                    | 2.5                                      | 48.0                         | Aug 31, 2012       |
| Hastings and Prince Edward District School Board<br>Belleville, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>elementary teachers  | 700                      | 2.5                                      | 48.0                         | Aug 31, 2012       |
| Health Employers Association of British Columbia<br>province-wide, British Columbia<br>British Columbia Nurses' Union (CLC); Health Sciences<br>Association of British Columbia (CLC); British<br>Columbia Government and Service Employees' Union<br>(CLC)<br>nurses | 28,500                   | 3.0                                      | 24.0                         | Mar 31, 2012       |
| Kawartha Pine Ridge District School Board<br>Peterborough, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>occasional teachers   | 590                      | 2.5                                      | 48.0                         | Aug 31, 2012       |
| Lambton Kent District School Board<br>Sarnia, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>elementary teachers  | 900                      | 2.5                                      | 48.0                         | Aug 31, 2012       |
| Limestone District School Board<br>Kingston, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>elementary teachers   | 840                      | 2.5                                      | 48.0                         | Aug 31, 2012       |
| Near North District School Board<br>Parry Sound and area, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>elementary teachers  | 500                      | 2.5                                      | 48.0                         | Aug 31, 2012       |

| <b>Industry, Employer, Location<br/>Union, Occupation</b>  | <b>No. of<br/>Empls.</b> | <b>Avg.<br/>Ann.%<br/>Adj.<br/>*COLA</b> | <b>Duration<br/>(months)</b> | <b>Expiry Date</b> |
|--|--------------------------|--|------------------------------|--------------------|
| Ottawa-Carleton District School Board<br>Ottawa, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>elementary teachers          | 2,800                    | 2.5                                      | 48.0                         | Aug 31, 2012       |
| Peel District School Board<br>Mississauga, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>elementary teachers                | 6,200                    | 2.5                                      | 48.0                         | Aug 31, 2012       |
| Peel District School Board<br>Mississauga, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>occasional teachers                | 2,240                    | 2.5                                      | 48.0                         | Aug 31, 2012       |
| Simcoe County District School Board<br>Midhurst and area, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>occasional teachers | 900                      | 2.5                                      | 48.0                         | Aug 31, 2012       |
| Université du Québec à Montréal<br>Montréal, Quebec<br>Fédération des professionnelles (CSN)<br>professors                                   | 980                      | 2.0                                      | 72.0                         | May 31, 2013       |
| Upper Grand District School Board<br>Guelph, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>elementary teachers              | 1,140                    | 2.5                                      | 48.0                         | Aug 31, 2012       |
| Waterloo Region District School Board<br>Kitchener, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>elementary teachers       | 2,500                    | 2.5                                      | 48.0                         | Aug 31, 2012       |
| Waterloo Region District School Board<br>Kitchener, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>occasional teachers       | 1,040                    | 2.5                                      | 48.0                         | Aug 31, 2012       |

| Industry, Employer, Location<br>Union, Occupation   | No. of<br>Empls. | Avg.<br>Ann.%<br>Adj.<br>*COLA | Duration<br>(months) | Expiry Date  |
|---|------------------|--------------------------------|----------------------|--------------|
| York Region District School Board<br>Aurora, Ontario<br>Elementary Teachers' Federation of Ontario (CLC)<br>elementary teachers | 4,300            | 2.5                            | 48.0                 | Aug 31, 2012 |
| York University<br>Toronto, Ontario<br>Canadian Union of Public Employees (CLC)<br>teaching assistants                          | 1,750            | 3.0                            | 36.0                 | Aug 31, 2011 |
| York University<br>Toronto, Ontario<br>Canadian Union of Public Employees (CLC)<br>teaching assistants                          | 800              | 3.0                            | 36.0                 | Aug 31, 2011 |
| <b>23 agreements</b>  | <b>64,980</b>    | <b>2.7</b>                     | <b>36.9</b>          |              |
| <b>Entertainment and Hospitality</b>  |                  |                                |                      |              |
| Cara Operations Limited<br>Toronto, Ontario<br>Teamsters Canada (CtW/CLC)<br>food service employees                             | 920              | 1.5                            | 38.5                 | Mar 31, 2012 |
| <b>1 agreement</b>  | <b>920</b>       | <b>1.5</b>                     | <b>38.5</b>          |              |
| <b>Public Administration</b>  |                  |                                |                      |              |
| City of Ottawa<br>Ottawa, Ontario<br>International Association of Fire Fighters<br>(AFL-CIO/CLC)<br>firefighters                | 930              | 3.3                            | 24.0                 | Dec 31, 2011 |
| City of Winnipeg<br>Winnipeg, Manitoba<br>International Association of Fire Fighters<br>(AFL-CIO/CLC)<br>firefighters           | 940              | 3.5                            | 24.0                 | Dec 26, 2009 |



| Industry, Employer, Location<br>Union, Occupation  | No. of<br>Empls. | Avg.<br>Ann.%<br>Adj.<br>*COLA | Duration<br>(months) | Expiry Date  |
|--|------------------|--------------------------------|----------------------|--------------|
| Government of Canada<br>Canada-wide, Multiprovince<br>Professional Institute of the Public Service of Canada<br>(Independent-natl.)<br>architects; engineers | 2,950            | 1.7                            | 48.0                 | Sep 30, 2011 |
| <b>3 agreements</b>  | <b>4,820</b>     | <b>2.4</b>                     | <b>38.7</b>          |              |
| <b>Agreements with COLA - 2 agreements</b>   | <b>7,710</b>     | <b>3.0</b>                     | <b>36.0</b>          |              |
| <b>Agreements without COLA - 38 agreements</b>   | <b>81,140</b>    | <b>2.6</b>                     | <b>37.5</b>          |              |
| <b>All Agreements - 40 agreements</b>  | <b>88,850</b>    | <b>2.6</b>                     | <b>37.4</b>          |              |

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

## Current and Upcoming Key Negotiations Covering 500 or more employees

| Employer                                   | Union          | Employees | Status*               | Expiry Month  |
|--|----------------|-----------|-----------------------|---------------|
| <b>Federal Jurisdiction</b>                |                |           |                       |               |
| <b>Public Sector</b>                       |                |           |                       |               |
| Government of Canada                       | Various unions | 29,180    | B/MED/ARB/<br>TENT/CO | Sep 07-Jan 08 |
| Canada Revenue Agency                      | PIPSC          | 10,440    | PMB                   | Dec 07        |
| Canada Post Corporation                    | APOC           | 3,100     | B                     | Mar 09        |
| Government of the<br>Northwest Territories | PSAC           | 2,500     | TENT                  | Mar 09        |
| City of Ottawa - OC Transpo                | ATU            | 2,300     | ARB                   | Mar 08        |

| Employer  | Union      | Employees | Status* | Expiry Month  |
|---|------------|-----------|---------|---------------|
| CBC/Radio-Canada<br>(province of Quebec and<br>Moncton, N.B.) | CSN        | 980       | B       | Mar 09        |
| National Research Council Canada                              | RCEA       | 950       | B       | Jul 07/Apr 08 |
| Marine Atlantic   | CAW Canada | 780       | ARB     | Dec 07        |

**Private Sector**

|   |                                   |        |        |               |
|---|-----------------------------------|--------|--------|---------------|
| Air Canada  | Various unions                    | 28,570 | B/TENT | May 09/Jul 09 |
| Bell Canada (Ont. and Que.)                                     | CEP                               | 16,170 | B      | May 09        |
| Canadian National Railway<br>Company                            | Teamsters                         | 2,000  | B      | Dec 08        |
| Jazz Air LP   | CAW Canada                        | 1,890  | B      | Jun 09        |
| Riscon Services Limited, operating<br>as Garda of Canada (Ont.) | Canadian Airport<br>Workers Union | 1,200  | CO     | Mar 09        |
| Air Canada Jazz - Jazz Air Inc.                                 | ALPA                              | 1,150  | B      | Jun 09        |
| Greyhound Canada Transportation<br>Group                        | ATU                               | 1,050  | CO     | Dec 08        |
| Maritime Employers Association<br>(Que.)                        | CUPE                              | 950    | B      | Dec 08        |
| NAV CANADA  | CAW Canada/<br>PSAC               | 680    | B/TENT | Jun 09        |

**Provincial and Territorial Jurisdictions****Public Sector**

|   |                         |        |            |               |
|---|-------------------------|--------|------------|---------------|
| City of Toronto                                     | CUPE                    | 29,100 | CO         | Dec 08        |
| Saskatchewan Association of Health<br>Organizations | CUPE/SEIU/<br>SGEU/HSAS | 27,500 | B/CO       | Mar 08/Mar 09 |
| City of Montréal                                    | Various unions          | 15,690 | B/ARB/TENT | Dec 06/Aug 08 |
| Ontario Hospital Association                        | OPSEU                   | 6,540  | ARB        | Mar 09        |
| Nova Scotia Association of Health<br>Organizations  | CUPE/<br>CAW Canada     | 5,700  | B          | Mar 09        |

| Employer   | Union                         | Employees | Status* | Expiry Month  |
|--|-------------------------------|-----------|---------|---------------|
| Liquor Control Board of Ontario                          | OPSEU                         | 5,500     | CO      | Mar 09        |
| Government of Newfoundland and Labrador                  | Nurses                        | 4,800     | TENT    | Jun 08        |
| City of Ottawa   | CUPE/CIPP                     | 4,210     | B       | Dec 08        |
| Emergency Health Services Commission of British Columbia | CUPE                          | 3,400     | MED     | Mar 09        |
| Manitoba Hydro   | IBEW/CUPE                     | 3,000     | B       | Mar 09/May 09 |
| McMaster University (Ont.)                               | CAW Canada                    | 2,080     | B       | Jun 09        |
| Hydro-Québec   | Engineers                     | 1,490     | B       | Dec 08        |
| City of Edmonton   | Police                        | 1,450     | B       | Dec 08        |
| City of Calgary  | Police                        | 1,440     | B       | Jan 09        |
| City of Québec   | Various unions                | 1,310     | B/ARB   | Dec 06        |
| Halifax Regional Municipality                            | CUPE/NSUPE                    | 1,130     | B       | Oct 08        |
| Government of Yukon                                      | Yukon Teachers' Association   | 690       | B       | Jun 09        |
| Government of Nunavut                                    | Nunavut Teachers' Association | 640       | B       | Jun 09        |
| Prince Edward Island Department of Health                | IUOE                          | 610       | B       | Mar 09        |
| <b>Private Sector</b>                                    |                               |           |         |               |
| Vale Inco (Ont.)   | USW                           | 3,260     | B       | May 09        |
| Mechanical Contractors Association of N.B. Inc.          | UA                            | 1,500     | B       | Jun 09        |
| Prévost Car Inc. (Que.)                                  | CAW Canada                    | 1,200     | B       | Jun 09        |
| National Steel Car Limited (Ont.)                        | USW                           | 1,060     | WS      | Apr 09        |
| Lake Erie Steel GP Inc. (Ont.)                           | USW                           | 1,000     | B       | Jun 09        |

| Employer                                 | Union                            | Employees | Status* | Expiry Month |
|--|----------------------------------|-----------|---------|--------------|
| Lear Canada (Ont.)                       | CAW Canada                       | 740       | CO      | Nov 08       |
| Aramark Canada Facility Services Limited | Hospital Employees' Union - CUPE | 700       | B       | Sep 08       |

\* ARB - Arbitration  
 B - Bargaining  
 BaWS - Bargaining after work stoppage  
 CO - Conciliation  
 MED - Mediation  
 MaWS - Mediation after work stoppage  
 PAB - Post-arbitration bargaining  
 PCB - Post-conciliation bargaining  
 PMB - Post-mediation bargaining  
 TENT - Tentative settlement  
 WS - Work stoppage

The short dash (–) indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08.**

### Upcoming Key Negotiations

| Employer  | Union      | Employees | Expiry Month |
|---|------------|-----------|--------------|
| Bombardier Aerospace de Havilland Division (Ont.) | CAW Canada | 2,350     | Jun 09       |
| Penauille Servisair Inc.                          | IAM        | 1,200     | Jun 09       |
| Jazz Air LP                                       | CUPE       | 740       | Jun 09       |

## Major Work Stoppages

Involving 500 or more employees, from **May 22 to June 4, 2009**

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#)

| <b>Employer, Location,<br/>Union, and Employees</b>  | <b>Issues</b>                   | <b>Starting</b> | <b>Ending</b> |
|--|---------------------------------|-----------------|---------------|
| City of Windsor<br>Windsor, Ontario<br>Canadian Union of Public Employees<br>1,550 inside and outside employees  | Not available                   | Apr 18/2009     |               |
| National Steel Car<br>Hamilton, Ontario<br>United Steel, Paper and Forestry, Rubber,<br>Manufacturing, Energy, Allied Industrial and<br>Service Workers International Union<br>1,060 plant and maintenance employees | Not available                   | Apr 6/2009      |               |
| Emergency and Health Services Commission<br>Kamloops, Prince George, Vancouver and Victoria,<br>British Columbia<br>Canadian Union of Public Employees<br>3,500 ambulance paramedics and dispatchers                 | Wages and working<br>conditions | Apr 1/2009      |               |

## Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- 2009 Calendar of Expiries and Reopeners—Update
- Readers' Corner

## For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to [Collective Bargaining Information and Analysis](#) or contact:

Client Services at 1-800-567-6866

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